



LJ v. Massinga Reporting: Measure 122

Date: July 3, 2009/ Revised: April 7, 2020

#	Measure
122	90 percent of caseworkers and supervisors had at least twenty hours of training annually.

Source/Criteria

1. According to the L.J. Modified Consent Decree (MCD, 10/9/09), p. 39,

Qualified Workforce with appropriate training and supervision

- a. Definitions:

...

- (3) New caseworkers shall receive at least five weeks of pre-service training before being assigned any cases and shall thereafter receive twenty hours of training per year.
- (4) Supervisors shall receive such training as required to maintain their licenses but in no case less than twenty hours per year.

Key Data

Data	Source
Child Welfare Caseworker and Supervisor roster	Personnel record system
Personnel training record	BCDSS Training Office

Calculations for Measuring Compliance

Definition	Of all child welfare caseworkers and supervisors (“employees”) with an end-year Performance Evaluation and Planning (PEP) submission due to
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Measure 122
 April 7, 2020

	BCDSS during the report period, the percent that had at least twenty hours of training in the year prior to the end of that report period. ¹
Denominator	Number of employees with an end-year Performance Evaluation and Planning (PEP) submission due to BCDSS during the report period.
Numerator	Number of employees in the denominator for whom there is a formal record with BCDSS of receiving twenty hours of training in the year prior to the end of the report period.
Unit of analysis	Employees – unduplicated employees are counted.
Inclusion criteria	Employees whose end-year PEP submissions are due during the LJ reporting period.
Six-month calculation methodology	The percentage of employees that met this standard will be calculated by BCDSS for each six-month reporting period. Compliance is achieved when the measure calculation is 90 percent or greater.

Submitted by:

Randi Walters



5/27/20

 Printed Name
 Director, BCDSS

 Signature

 Date

Approved by:

Rhonda Lipkin

/s/

4/7/2020

 Printed Name
 LJ v. Massinga IVA

 Signature

 Date

¹ Each employee is required to complete a PEP with their supervisor once per year. The twenty annual hours of training required from each employee are verified and counted formally as part of the PEP process.